

Panaji, 10th November, 2022 (Kartika 19, 1944)

SERIES II No. 32

OFFICIAL GAZETTE

GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

Note:- There is one Supplement issue and three Extraordinary issues to the Official Gazette, Series II No. 31 dated 3-11-2022 as follows:—

- (1) Supplement dated 3-11-2022 from pages 2441 to 2442 regarding Notification from Department of Information Technology, Electronics and Communications.
- (2) Extraordinary dated 3-11-2022 from pages 2443 to 2450 regarding Order & Notification from Goa State Election Commission.
- (3) Extraordinary (No. 2) dated 3-11-2022 from pages 2451 to 2454 regarding Order from Department of Finance.
- (4) Extraordinary (No. 3) dated 3-11-2022 from pages 2455 to 2512 regarding Notification from Department of Public Grievances.

GOVERNMENT OF GOA

Department of Co-operation

Office of the Registrar of Co-operative Societies

Order

No. 50/3/42/Elec/BOD/DSCC/CZ/RCS/2021/2704

Read: Letter No. ARCS/CZ/Dempo/Staff/CZ/97/1590 dated 05-10-2021, from Assistant Registrar of Co-operative Societies, Central Zone, Panaji-Goa to grant exemption from Section 59(4) of the Goa Co-operative Societies Act, 2001 to The Dempo Staff Co-operative Credit Society Ltd., Dempo House, Campal, Panaji-Goa (Reg. No. ARCS/CZ/3(b)/12/Goa).

Whereas, The Dempo Staff Co-operative Credit Society Ltd., Dempo House, Campal, Panaji-Goa was registered on 28-06-1984 under registration No. ARCS/CZ/3(b)/12/Goa and is having a total membership of 61 (hereafter referred as said Society).

And whereas, the elections to the Board of Director of said Society were held by ARCS/AEO, Central Zone, Panaji-Goa for total 7 posts and the election result was declared on 08-03-2021 in Form "Election-9" i.e. result of uncontested election returning candidates to the 6 posts i.e. 4 from General Category and 2 from Women Category, while 1 post i.e. from SC/ST Category remained vacant.

And whereas, the Assistant Registrar of Co-operative Societies, Central Zone, Panaji vide letter referred above requested to grant exemption from Section 59(4) of the Goa Co-operative Societies Act, 2001 to said society for filling up said 1 vacant post. The said proposal was examined in terms of Circular No. 15-11-2017/RCS/2470 dated 01-08-2019 and was found to be eligible for such exemption.

In view of above and in exercise of the powers vested under Section 126A of the Goa Co-operative Societies Act, 2001 (Goa Act No. 36 of 2001), the Government of Goa is pleased to exempt said Society from the applicability of provisions of sub-section (4) of Section 59 for the term 2021-2026.

By order and in the name of the Governor of Goa.

Vishant S. N. Gaunekar, Registrar (Co-operative Societies) & ex officio Joint Secretary (Co-op.).

Panaji, 2nd November, 2022.

Order

No. 42/4/Award Scheme (Amendment)/2022/
/RCS/2752

- Read: 1) Notification No. 43/2/2001/TS/RCS dated 20-09-2001 published in Official Gazette, Series I No. 28 dated 11-10-2001;
- 2) Notification No. 43/2/2001/TS/RCS dated 01-06-2010 published in Official Gazette, Series I No. 11 dated 10-06-2010;
- 3) Notification No. 42/4/Award Scheme (Amendment)/TS/RCS dated 18-08-2015

published in Official Gazette, Series I No. 22 dated 27-08-2015;

- 4) Notification No. 42/4/Award-Scheme (Amendment)/2022/RCS/2555 dated 21-10-2022 published in Official Gazette, Extraordinary No. 3, Series I No. 29 dated 21-10-2022.

In accordance with the Clause 5(1) of the Scheme for Goa State Co-operative Award and Assistance Scheme (hereinafter referred to as 'the Scheme') notified vide above read Notifications, the Government is pleased to constitute the "Goa State Co-operative Awards and Assistance Selection Committee" (hereinafter referred to as 'Selection Committee') for selecting and recommending the names for selecting the Awardees in accordance with said Scheme taking into consideration the performance till Co-operative Year 2021-2022 as under:

Sr. No.	Name	Designation
1.	Shri Ulhas B. Phaldessai	Chairman.
2.	Shri Vallabh Salkar	Member.
3.	Shri Vitthaldas Vernekar	Member.
4.	Dr. Datta H. Bhat	Member.
5.	Shri Ashok Gopinath Naik	Member.
6.	Dy. Registrar, Co-op. Societies (Admn.)	Member Secretary.

The above Selection Committee shall function in accordance with the provisions of said Scheme.

The Selection Committee shall recommend the names of the individuals as well Societies for their excellence in the Co-operative field for the following Awards.

1. Goa Sahakar Ratna.
2. Goa Sahakar Bhushan.
3. Goa Sahakar Shri.
4. Goa State Best Co-operative Society.
5. Goa State Consolation Award to Co-operative Societies.
6. Assistance to individual in the field of Co-operative movement.

These awards shall be for the work and performance till Co-operative year 2021-22 ending on 31-03-2022.

In terms of Clause 5(5) of the Scheme, the Deputy Registrar of Co-operative Societies (Admn.), Office of the Registrar of Co-operative Societies, Patto, Panaji shall function as the Member Secretary of the Selection Committee and shall be responsible to compile the data and the information received from the individuals and Zonal Offices and place it before the 'Selection Committee'. He shall also assist

the 'Selection Committee' in performing its functions and maintain the records of the meetings.

The Chairman and the members of the 'Selection Committee' shall be entitled for travelling allowance as provided under the Clause 5(4) of 'the Scheme' and sitting fees as approved by the Government.

This Order supersedes earlier Order No. 42/3/Award-2015/TS/RCS/2241 dated 28-10-2021.

By order and in the name of the Governor of Goa.

Vishant S. N. Gaunekar, Registrar (Co-operative Societies) & ex officio Joint Secretary (Co-operation).

Panaji, 3rd November, 2022.

Department of Education, Art & Culture Directorate of Higher Education

Order

No. 21/8/92-EDN/20130

Government is pleased to accord approval to Mr. Sanjay Jahagirdar, Associate Professor in Physics, Government College of Arts, Science and Commerce, Sanquelim, for taking Voluntary Retirement with effect from 31-12-2022 (a.n.) in terms of Rule 48(1)(a) of Central Civil Service (Pension) Rules, 1972.

By order and in the name of the Governor of Goa.

Smt. Avelina D'sa E Pereira, Under Secretary (Higher Education).

Porvorim, 3rd November, 2022.

Department of Environment & Climate Change

Notification

No. LS/MISC/1915/96/Part V/966

- Read: (1) Government Notification No. LS/MISC/1915/96/Part/859 dated 21-12-2001 published in the Official Gazette, Series II No. 38 dated 26-12-2001.
- (2) Government Notification No. LS/MISC/1915/96/Part/250 dated 27-03-2002 published in the Official Gazette, Series II No. 52 dated 30-03-2002.

(3) Government Notification No. LS/MISC/1915/96/Part-I/915 dated 05-11-2002 published in the Official Gazette, Series II No. 35 dated 28-11-2002.

(4) Government Notification No. 3-267-2015/STE-DIR/Part-1/SWMC/272 dated 15-02-2016 published in the Official Gazette, Series II No. 49 dated 03-03-2016.

In exercise of the powers conferred by sub-section (1) of Section 11 of the Goa Non Biodegradable Garbage (Control) Act, 1996 (Goa Act 5 of 1997) and in supersession of the Notifications cited above, the Government of Goa hereby authorizes the officers specified in Column (3) of the table below in respect of the Department/Officers specified in Column (2) for the purpose of sub-section (1) of Section 11 of the said Act.

TABLE

Sr. No.	Name of Department/Office	Officers
(1)	(2)	(3)
1.	Municipal Councils	1. All Site Supervisors. 2. All Assistant Municipal Inspectors. 3. Chief Officers. 4. Member of Market Management Committee.
2.	Corporation of City of Panaji	1. Commissioner. 2. Dy. Commissioner. 3. Waste Management Zone Supervisors. 4. Members of Garbage Management Committee.
3.	Water Resources Department	1. All Assistant Engineers and Assistant Surveyors of Works. 2. All Junior Engineers.
4.	Captain of Ports Department	1. Deputy Hydrographic Surveyor.
5.	Goa Industrial Development Corporation	1. All Field and Area Managers. 2. Deputy General Manager (Civil Engg.), Goa IDC Head Office.
6.	Goa State Pollution Control Board	1. Environmental Engineer. 2. Scientist B. 3. Assistant Environment Engineers. 4. Junior Environmental Engineers. 5. Scientific Assistants. 6. Engineering Assistants. 7. Senior Laboratory Assistants. 8. Junior Laboratory Assistants.
7.	Goa Waste Management Corporation	1. Managing Director. 2. General Manager. 3. Assistant Managers. 4. Deputy Managers. 5. Engineers.
8.	Public Works Department	All Engineers of PWD (Roads) i.e. JEE's, AE's and EE's.
9.	Department of Forest	1. Range Forest Officer. 2. Assistant Conservator of Forests. 3. Deputy Conservator of Forests. 4. Chief Conservator of Forests. 5. Principal Chief Conservator of Forests.
10.	Department of Police	1. Sub-Divisional Police Officer. 2. DYSP (Traffic). 3. Police Inspectors (in-charge of all police stations). 4. Police Inspectors of Traffic Cells. 5. PSI of concern Police Station and Traffic Cells.

(1)	(2)	(3)
11.	Department of Transport	1. Motor Vehicle Inspectors of Enforcement Cells. 2. Director & Deputy Director of Transport. 3. Assistant Motor Vehicle Inspector of Enforcement Cell.
12.	Department of Tourism	1. Asst. Directors. 2. Asst. Tourist Officers. 3. Information Assistants.
13.	Department of Health	Health/Medical Officer/Incharge of the CHC/PHC/UHC/Sanitary Inspector.
14.	Department of Environment and Climate Change	Director, Environment and Climate Change.
15.	Kadamba Transport Corporation Ltd.	Depot Managers, Stand In-charge (Assistant Traffic Superintendent), General Manager, Controller (Purchase), OSD - Traffic, Assistant Engineer (Civil), EDP Manager, Asst. Legal Advisor, Legal Assistant, Personnel Officer, Statistical Assistant.

This Notification shall come into force on the date of its publication in the Official Gazette.

This is issued with the approval of the Government vide U.O. 998 dated 28-10-2022.

By order and in the name of the Governor of Goa.

Dasharath M. Redkar, Director & ex officio Joint Secretary (Environment & Climate Change).

Panaji, 2nd November, 2022.

Goa Legislature Secretariat

Order

No. LA/Admn./2022/2246

In pursuance of Rule 4(2) of the Goa Legislature Secretariat (Recruitment and Conditions of Service) Rules, 1988, the Governor in consultation with the "BOARD" is pleased to promote Smt. Lavina Andrade, Chief Reporter of the Goa Legislature Secretariat, Porvorim to the post of Editor of Debates, Group 'B' (Gazetted) in the Pay Matrix Level 7, Cell-1 Rs. 44,900/- with effect from 7th November, 2022 (f.n.) on regular basis.

2. The above appointment is made against the post of Editor of Debates caused due to the retirement of Shri Oswald H. Pinto, Editor of Debates.

3. Smt. Lavina Andrade will be on probation for a period of two years from the date of her appointment.

4. The pay of Smt. Lavina Andrade shall be fixed as per the rules.

5. The expenditure on account of this be debited to the Budget Head "2011—Parliament/State/U.T.

Legislature; 02—State/U.T. Legislature; 103—Legislative Secretariat; 01—Legislature Secretariat of State; 01—Salaries."

By order and in the name of the Governor of Goa.

Mohan J. Gaonkar, Under Secretary, Legislature.

Porvorim, 7th November, 2022.

Order

No. LA/Admn./2022/2247

In pursuance of Rule 4(2) of the Goa Legislature Secretariat (Recruitment and Conditions of Service) Rules, 1988, the Governor in consultation with the "BOARD" is pleased to promote Smt. Maria Celestina Sequeira, Reporter of the Goa Legislature Secretariat, Porvorim to the post of Chief Reporter, Group 'B' (Gazetted) in the Pay Matrix Level 7, Cell-1 Rs. 44,900/- with effect from 7th November, 2022 (f.n.) on regular basis.

2. The above appointment is made against the post of Chief Reporter caused due to the promotion of Smt. Lavina Andrade, Chief Reporter.

3. Smt. Maria Celestina Sequeira will be on probation for a period of two years from the date of her appointment.

4. The pay of Smt. Maria Celestina Sequeira shall be fixed as per the rules.

5. The expenditure on account of this be debited to the Budget Head "2011—Parliament/State/U.T. Legislature; 02—State/U.T. Legislature; 103—Legislative Secretariat; 01—Legislature Secretariat of State; 01—Salaries."

By order and in the name of the Governor of Goa.

Mohan J. Gaonkar, Under Secretary, Legislature.

Porvorim, 7th November, 2022.

Department of Labour

Notification

No. 28/02/2022-LAB/Part-II/617

The following Award passed by the Labour Court-II, at Panaji-Goa on 06-10-2022 in Case No. Ref. LC-II/IT/24/2021 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Amalia O. F. Pinto, Under Secretary (Labour).

Porvorim, 1st November, 2022.

IN THE LABOUR COURT-II GOVERNMENT OF GOA AT PANAJI

(Before Shri Suresh N. Narulkar, Hon'ble Presiding Officer)

Case No. Ref. LC-II/IT/24/2021

Shri Narendra Shiva Gaude,
H. No. 44, Tamuli Navavada,
Khandola, Marcel,
Goa 403107.

..... Workman/Party-I

V/s

M/s Galaxy Instrumentation,
Nera Maruti Temple, Gaulem Bhat,
Chimbel, Tiswadi-Goa. Employer/Party-II

Workman/Party I represented by Shri Prashant Agrawal.

Employer/Party II represented by Adv. Shri Nilesh V. S. Shirodkar.

Panaji, Dated: 06-10-2022.

AWARD

1. In exercise of the powers conferred by Clause (d) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947), the Government of Goa, by Order dated 15-11-2021, bearing No. 28-41-2021-LAB/549 referred the following dispute for adjudication to the Labour Court-II, Panaji-Goa.

"(1) *Whether the action of the Management of M/s. Galaxy Instrumentation, near Maruti Temple, Gaulem Bhat, Chimbel, Tiswadi, Goa in terminating the services of Shri Narendra Gaude, Validation Technician, with effect from 01-06-2019, is legal and justified?*

(2) *If not, what relief the Workman is entitled to?"*

2. On receipt of the reference, a case was registered under No. LC-II/IT/24/13 and registered A/D notice was issued to the Parties. In pursuance to the said notice, the Workman appeared alongwith Adv. Shri P. Agarwal. On the contrary, the Employer failed to remain present on the scheduled dates of hearing either in person or through any of the representative. This Hon'ble Court after giving an ample opportunities marked an ex-parte against the Employer and as ex-parte proceeding were conducted.

3. The facts of the case, in brief as pleaded by the Workman are that the Employer/Party-II (for short "Employer") is an establishment dealing with the work of instrumentation and having its office at Chimbel, Tiswadi-Goa. He stated that he was employed as a "Validation Technician" since January, 2012. He stated that he had unblemished the service record. He stated that as a Validation Technician he was performing the duty "the Technician". He stated that he was in continuous services of the Employer from the date of joining till termination this service w.e.f. 01-06-2019. He stated that on 31-05-2019 after completing his duty at around 7.00 p.m., the proprietor of the establishment called him on phone and told him that his services have been terminated and he should not be report for duty from 01-06-2019. He stated that he was not issued any termination letter by the Employer but he was restrained from attending the duties by the Employer from 01-06-2019. He stated that he therefore raised an

Industrial disputes for illegal termination of services without giving any reasons. He stated that the ALC issued notice to the Employer for conciliation however, the Employer neglected the conciliation proceedings. However, the Employer filed his reply dated 24-12-2019. He stated that he was shocked to learn that the Employer made allegation false and baseless allegations. He stated that since the Employer neglected to attend the conciliation discussions, the conciliation proceedings has to be recorded ex-parte against the Employer resulting in failure.

4. The Workman submitted that the action of the Employer is terminating his services w.e.f. 01-06-2019 without any reason amounts to termination his services. He submitted that at the time of termination of his services, the Employer did not comply with the provisions of Sec. 25-F of the I.D. Act, 1947. He submitted that the action of Employer in terminating his services w.e.f. 01-06-2019 is therefore illegal, unjustified and bad-in-law and in contravention of Sec. 25-F of I.D. Act, 1947. He stated that he is unemployed from the dated of his termination till date. He stated that he had approached several other units but he was not successful in getting employment. The Workman therefore prayed that an Award be passed holding that the termination his services be held at illegal, unjustified and bad-in-law and direct the Employer to reinstate him in service with full back wages, continuity in service and consequential benefits thereof.

5. Based on the pleadings of the Workman, this court framed the following issues on 13-9-2022 at Exb. 6.

1. Whether the Workman/Party I proves that the action of the Employer terminating his services w.e.f. 01-06-2019 is illegal and unjustified?
2. Whether the Workman/Party I proves that he is entitled to any relief?
3. What Order? What Award?

6. My answers to the aforesaid issues are as under:

- (a) Issue No. 1 : In the affirmative.
- (b) Issue No. 2 & 3 : As per final order.

REASONS

I have heard the oral arguments Adv. Shri P. Agarwal appearing for the workman. The Employer remained absent and marked an ex-parte. I have carefully perused the entire record of the present

case. I have also carefully considered the submissions advance before me.

7. Issue No. 1:

The evidence of record indicates that the Workman was appointed as "Validation Technician" by the Employer since January 2012. The evidence on record indicates that the Workman was in the continuous service of the Employer since January, 2012 till the termination of his services w.e.f. 1-6-2019. The evidence on record indicates that the services of the Workman were terminated on 31-5-2019 after completing his duty at around 7.00 p.m. over the phone by telling him that his services has terminated and that he should not report for duty on and from 1-6-2019. The evidence on record indicates that before the termination of service of the Workman no show cause notice or inquiry was conducted in the false and baseless allegations made by the Employer. Thus, the action of the Employer in terminating the services of the Workman is in violation of the principles of natural justice. The termination of services of Workman amounts to illegal retrenchment of services. The termination of the services of the Workman is without complying with Sec. 25-F of the I.D. Act, 1947. Thus, the action of the Employer in terminating the services of the Workman w.e.f. 01-06-2019 is illegal, unjustified and bad-in-law. Hence it is held that the action of the Employer in terminating the services of the Workman w.e.f. 01-06-2019 is illegal, unjustified and bad-in-law. The Issue No. 1 is therefore answered in the affirmative.

8. Issue No. 2:

While deciding the issue No. 1 hereinabove, I have discussed and come to the conclusion that the action of the Employer in terminating the services of the Workman w.e.f. 01-06-2019 is illegal, unjustified and bad-in-law. The evidence was record indicates that the Workman is unemployed from the dated of his services till date. The Workman is therefore entitled for reinstatement along with 50% of the back wages and consequential benefits thereof from the date of his termination till date.

In view of above, I proceed to pass the following order:

ORDER

1. It is held that the action of the Management of M/s. Galaxy Instrumentation, near Maruti Temple, Gaulem Bhat, Chimbél, Tiswadi-Goa in terminating the services of Shri Narendra Gaude, Validation Technician, with effect from 01-06-2019, is legal and justified?

2. The Employer M/s Galaxy Instrumentation Chimbel, Tiswadi-Goa, is hereby directed to reinstate the Workman Shri Narendra Gaude alongwith 50% of back wages and consequential benefits thereof.

3. No order as to cost.

Inform the Government accordingly.

Sd/-

(Suresh N. Narulkar)
Presiding Officer,
Labour Court-II.

Notification

No. 28/02/2022-LAB/Part-II/589

The following Award along with Annexure "A" passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 30-09-2022 in Ref. No. IT/08/2022 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

By order and in the name of the Governor of Goa.

Amalia O. F. Pinto, Under Secretary (Labour).

Porvorim, 18th October, 2022.

IN THE INDUSTRIAL AND LABOUR COURT
GOVERNMENT OF GOA
AT PANAJI

(Before Mr. Anil Scaria, Hon'ble Presiding Officer)

Ref. No. IT/08/2022

Workmen,
Rep. by the President,
VPK Urban Co-operative Credit Society
Employees Association,
VPK Bhavan,
Mardol-Goa ... Workmen/Party I.

V/s

The Managing Director,
VPK Urban Co-operative Credit Society,
VPK Bhavan,
Mardol-Goa ... Employer/Party II.

Workmen/Party-I represented by Learned Representative Shri Subhas Naik Jorge.

Employer/Party-II represented by Learned Advocate Shri. P. Chawdikar.

AWARD

(Delivered on this the 30th day of the month of September of the Year 2022)

By Order dated 04-08-2022, bearing Reference No. 28/11/2022-LAB/398, the Government of Goa in exercise of powers conferred by Section 10(1)(d) of the Industrial Disputes Act, 1947 has referred the following dispute to this Tribunal for adjudication.

- (1) "Whether the members of the VPK Urban Co-operative Credit Society Employees Association can be construed as "workman" as per the Section 2 (s) of the Industrial Disputes Act, 1947 (Central Act 14 of 1947)?"
- (2) If the answer to issue No. (1) is in affirmative, then whether the action of the Management of M/s VPK Urban Co-operative Credit Society Limited in refusing to concede the following demands raised by the VPK Urban Co-operative Credit Society Employees Association, is legal and justified?

CHARTER OF DEMANDS

Demand No. 1: BASIC PAY SCALE:

Basic Pay Scales be revised by increasing the existing basic pay scales and annual increments by 30%. Employees be fitted on the new Basic Pay Scale on stage to stage basis.

Demand No. 2: FIXED DEARNESS ALLOWANCE:

Fixed Dearness Allowance be paid at the rate of 75% of the Basic Pay.

Demand No. 3: VARIABLE DEARNESS ALLOWANCE:

Variable Dearness Allowance (VDA) be paid at the rate of 0.15% of the Basic Pay every month and VDA be paid for every rise or fall of 4 points over 6500 points at the quarterly average of the All India Average Working Class Consumer Price Index (General) Base 1960=100.

Demand No. 4: HOUSE RENT ALLOWANCE:

House Rent Allowance be paid at the rate of 25% of the Basic Pay.

Demand No. 5: CITY COMPENSATORY ALLOWANCE:

City Compensatory Allowance be paid at the rate of 15% of the Basic Pay.

Demand No. 6: CONVEYANCE ALLOWANCE:

Conveyance Allowance be paid at the rate of 15% of the Basic Pay.

Demand No. 7: OFFICIATING ALLOWANCE:

A suitable Officiating Allowance be paid to employees who are asked to perform higher duties than their designations.

Demand No. 8: MEDICAL AID:

Medical Aid of Rs. 12,000/- per annum be paid to all employees.

Demand No. 9: LEAVE TRAVEL ALLOWANCE:

Leave Travel Allowance equivalent to one month's gross salary be paid to each employee per annum. Leave encashment of one month be allowed every year.

Demand No. 10: LEAVE FACILITIES:

Leave facilities be revised as follows:

- | | | |
|----------------------------|---|---|
| (a) Casual Leave | : | 12 days per annum |
| (b) Privilege Leave | : | 30 days per annum.
Accumulation 300 days
and beyond 300 days
leave should be
encashed. |
| (c) Sick Leave | : | 15 days on full pay or
30 days on half pay.
Accumulation 200
days and beyond 200
days, leave should be
encashed. |
| (d) Maternity
Leave | : | 26 weeks. |
| (e) Paternity Leave | : | 15 days. |
| (f) Restricted
Holidays | : | 5 days per annum. |
| (g) Holidays | : | All Government Holidays. |
| (h) Loss of Pay | : | 2 years. |

Demand No. 11: LOAN FACILITIES:

Loan facilities be revised as follows:

- | | | |
|------------------------------------|---|--|
| (a) Staff Advance | : | Rs. 10,00,000/-. |
| (b) Two Wheeler Loan | : | Rs. 1,50,000/-. |
| (c) Four Wheeler Loan | : | Rs. 10,00,000/-. |
| (d) Housing Loan | : | Rs. 25,00,000/-. |
| (e) House Building
Advance | : | Rs. 25,00,000/-. |
| (f) House Repair Loan | : | Rs. 5,00,000/-. |
| (g) Staff Salary deduction
Loan | : | Rs. 10,00,000/-. |
| (h) Festival Advance | : | One months' gross
salary (interest free). |

Rate of interest for all the above loans [except (h)] should be 6% interest.

Demand No. 12: FIVE DAY WEEK/TIMINGS:

Five day week be introduced and the office timings be 6.30 hours per day.

Demand No. 13: PROMOTION POLICY:

All vacancies should be filled up through internal promotions. All clerical and sub staff should be promoted every 8 years of service and all Deputy Managers and above category staff should be promoted every 5 years of service. All staff who have worked as Branch Incharge either in officiating capacity or in regular posts should be promoted every 5 years.

Demand No. 14: BONUS-CUM-EX-GRATIA:

Bonus-cum-ex-gratia of 20% be paid to all employees, officers and managers every year.

Demand No. 15: ALLOWANCES:

There should be 50% increase in allowances such as Travelling Allowance, Branch Incharge Allowance, Mobile, etc.

Demand No. 16: STAGNATION INCREMENTS:

Stagnation increments should continue on reaching the end of scale.

Demand No. 17: PERIOD OF SETTLEMENT:

Period of settlement be for 3 years w.e.f. 01-05-2017.

(3) *If answer to issue No. (2) above is in negative, then, to what relief the workmen are entitled?"*

2. Upon receipt of the reference, it was registered as IT/08/2022 and notices by registered post acknowledgement were issued to both the parties. Pursuant to service of notices, both the Parties filed an application at Exhibit 4 Colly for seeking Award in terms of settlement along with the Memorandum of Settlement stating that they have arrived at a settlement under Section 2(p) read with Section 18(1) of the Industrial Disputes Act, 1947 in the matter of Charter of Demands and prayed that an award be passed in terms of said settlement dated 28-06-2022. An amicable settlement was arrived between both the Parties on the following terms and conditions:

TERMS OF SETTLEMENT

1. It is mutually agreed between the Parties that with effect from 01-04-2022, the basic pay of all employees in all Cadres shall be increased by 25%. The revised basic pay after increase of 25% and revised annual increment of employees in all cadres is shown in Annexure-A of to this settlement (Annexure-A is made an annexure to this Award).

2. It is mutually agreed between the Parties that for the period 01-04-2017 to 31-03-2022, basic pay of all employees in all cadres shall be increased by 10% and the arrears amount equal to 10% of Gross Salary of the said period 01-04-2017 to 31-03-2022 shall be paid in 3 equal installments within a period of 3 years from the date of signing this settlement.

3. It is mutually agreed between the Parties that on reaching the end of the basic pay scale, employees shall continue to get annual increments as paid at the end of the pay scales as stagnation increments.

4. It is mutually agreed between the Parties that in respect of all employees who fall outside the purview of ESI, in respect of those employees, mediclaim facility shall be introduced.

5. It is mutually agreed between the Parties that leave benefits shall be improved as follows:

- a. Casual Leave : 8 days per annum.
- b. Privilege Leave : 20 days per annum, accumulation up to 250 days.
- c. Sick Leave : 12 days per annum, accumulation up to 180 days.
- d. Maternity Leave : 26 weeks or as provided under law/The Maternity Benefits Act, 1961.
- e. Holidays : All Government Holidays/ /days as required and as mandated by law applicable to our Society.
- f. Restricted Holidays : 2 days.
- g. Loss of pay : One year.

6. It is mutually agreed between the Parties that the loan facilities for employees shall be as follows:

- a. Staff Advance : Rs. 5,00,000/- @ 6% interest.
- b. Two Wheeler Loan : Rs. 1,50,000/- @ 10% interest.
- c. Four Wheeler Loan : Rs. 10,00,000/- @ 10% interest.
- d. Housing Loan : Rs. 25,00,000/- @ 10% interest.
- e. House Building Advance : Rs. 25,00,000/- @ 11% interest.
- f. Staff salary deduction loan : Rs. 10,00,000/- @ 11.5% interest.

- g. Festival Advance : Rs. 8000/- interest free, payable in 10 months.

7. It is mutually agreed between the Parties that all employees who have worked in the same post for 12 years shall be given one additional increment as per decision taken in BOD meeting earlier.

8. It is mutually agreed between the Parties that all employees shall be given bonus of minimum 8.33% and maximum 20% of wages as per decision of the BOD depending on the profit made by the Society.

9. It is mutually agreed between the Parties that all existing wage and service conditions unless revised by present settlement shall continue to be in operation.

10. It is mutually agreed between the Parties that the management shall deduct minimum levy @ 1% of the arrears paid to the employees and remit the same to the Association by Cheque favoring "VPK Urban Co-operative Credit Society Employees Association".

11. That since the Society is going through a critical and challenging phase which also had an adverse impact on the turnover of the Society. Under such circumstances, it is very important that the Society reacts quickly and positively to the market challenges to succeed through the commercial competition from other similar Societies and financial institutions. The management is of the strong opinion that this settlement must focus on regaining the viability and competitiveness of the Society. It must therefore reinforce our long term sustainability and profitability through business growth.

This can be achieved through deliberate and significant improvements in:

- Loan advancement and recoveries,
- Cost effectiveness,
- Performance oriented work culture,
- Improvements of achievements.

Every employees of the Society agree to commit towards the commercial and social growth of the Society.

12. All the employees agreed that they shall endeavor to improve business of minimum 20% every year.

13. All the employees should follow the rules and regulations of the Society and the terms of appointment letters which are in force from time to time. Failure of the same will be liable for disciplinary action as per service rules.

14. All the employees agreed that strict discipline will be maintained in the offices. The violation of discipline will amount to misconducts. The Association shall not support or encourage any indiscipline in the offices or in the Society.

15. The Association and the employees agree not to resort to go-slow or strike work without notice or any other activities affecting business of the Society partially or fully in any section and further agree to solve all their grievances or disputes by peaceful and constitutional method to maintain peace and harmony in the Society and to observe code and discipline in letter and spirit.

16. All the employees shall be neatly dressed while on duty and be courteous towards the customers of the Society and also towards their superiors, colleagues and other employees.

17. The Management understands and realizes that job rotation is very important for the growth of the Society and as such job rotation will be done for all employees in as per the need of the Society from time to time.

18. All the employees shall work and endeavor to achieve continuous improvement in business of the Society.

19. It is the intent and purpose of both Parties that this Settlement will promote and improve harmonious relations between the Society and its employees. All the employees agree to extend their full co-operation to the Society and support its efforts towards increasing business of the Society and strengthen goodwill between the Society.

20. The management of Society advises and encourages the Association and all the employees to give more and more suggestions, which will improve the business and cost reduction.

21. It is mutually agreed between the Parties that the joint application will be filed before Industrial Tribunal-cum-Labour Court for seeking the consent Award in terms of the present settlement as and when Charter of Demands matter is referred to Industrial Tribunal for adjudication.

22. It is mutually agreed between the Parties that the settlement shall be registered in the office of the Labour Commissioner as per provisions of Industrial Disputes Act, 1947.

3. The above Consent Terms have been signed by representative of Party I, Shri Subhas Naik Jorge, President, Shri Suresh S. Gaude, Vice-President, Shri Janu G. Gaude, Vice President, Shri Vishnu S. Gaude,

General Secretary and Shri Nilesh R. Mardolkar, Organizing Secretary and representatives of Party II, Shri Durgadas L. Gaude, Chairman, Shri Suryakant P. Gawade, Vice Chairman, Shri Anand B. Kerkar, Director, Shri Dina B. Bandodkar, Director and Shri Ashok D. Gaude, Managing Director.

4. I have gone through the records of the case and the above Memorandum of Settlement and I am convinced that the consent terms filed by the parties are just and fair and are in the interest of the Workmen/Party I and Employer/Party II and therefore, the same are accepted.

Hence, I pass the following Order:

ORDER

(i) The reference in IT/08/2022 stands awarded as per the consent terms filed by both the Parties at Exhibit 4 Colly.

The consent terms are as hereunder:

TERMS OF SETTLEMENT

1. It is mutually agreed between the Parties that with effect from 01-04-2022, the basic pay of all employees in all Cadres shall be increased by 25%. The revised Basic pay after increase of 25% and revised annual increment of employees in all cadres is shown in Annexure-A of to this settlement (Annexure-A is being made an annexure to this Award).

2. It is mutually agreed between the Parties that for the period 01-04-2017 to 31-03-2022, basic pay of all employees in all cadres shall be increased by 10% and the arrears amount equal to 10% of Gross Salary of the said period 01-04-2017 to 31-03-2022 shall be paid in 3 equal installments within a period of 3 years from the date of signing this settlement.

3. It is mutually agreed between the Parties that on reaching the end of the basic pay scale, employees shall continue to get annual increments as paid at the end of the pay scales as stagnation increments.

4. It is mutually agreed between the Parties that in respect of all employees who fall outside the purview of ESI, in respect of those employees, mediclaim facility shall be introduced.

5. It is mutually agreed between the Parties that leave benefits shall be improved as follows:

h. Casual Leave : 8 days per annum.

i. Privilege Leave : 20 days per annum, accumulation up to 250 days.

- j. Sick Leave : 12 days per annum, accumulation up to 180 days.
- k. Maternity Leave : 26 weeks or as provided under law/the Maternity Benefits Act, 1961.
- i. Holidays : All Government Holidays/ days as required and as mandated by law applicable to our society.

m. Restricted Holidays : 2 days.

n. Loss of pay : One year.

6. It is mutually agreed between the Parties that the loan facilities for employees shall be as follows:

- h. Staff Advance : Rs. 5,00,000/- @ 6% interest.
- i. Two Wheeler : Rs. 1,50,000/- @ 10% interest. Loan
- j. Four Wheeler : Rs. 10,00,000/- @ 10% interest. Loan
- k. Housing Loan : Rs. 25,00,000/- @ 10% interest. Advance
- l. House Building Advance : Rs. 25,00,000/- @ 11% interest
- m. Staff salary deduction loan : Rs. 10,00,000/- @ 11.5% interest.
- n. Festival Advance : Rs. 8000/- interest free, payable in 10 months.

7. It is mutually agreed between the Parties that all employees who have worked in the same post for 12 years shall be given one additional increment as per decision taken in BOD meeting earlier.

8. It is mutually agreed between the Parties that all employees shall be given bonus of minimum 8.33% and maximum 20% of wages as per decision of the BOD depending on the profit made by the Society.

9. It is mutually agreed between the Parties that all existing wage and service conditions unless revised by present settlement shall continue to be in operation.

10. It is mutually agreed between the Parties that the management shall deduct minimum levy @ 1% of the arrears paid to the employees and remit the same to the Association by Cheque favoring "VPK Urban Co-operative Credit Society Employees Association".

11. That since the Society is going through a critical and challenging phase which also had an adverse impact on the turnover of the Society. Under such circumstances, it is very important that the Society reacts quickly and positively to the market challenges to succeed through the commercial competition from other similar Societies and financial institutions. The management is of the strong opinion that this settlement must focus on regaining the viability and competitiveness of the Society. It must therefore reinforce our long term sustainability and profitability through business growth.

This can be achieved through deliberate and significant improvements in:

- Loan advancement and recoveries,
- Cost effectiveness,
- Performance oriented work culture,
- Improvements of achievements.

Every employees of the Society agreed to commit towards the commercial and social growth of the Society.

12. All the employees agreed that they shall endeavor to improve business of minimum 20% every year.

13. All the employees should follow the rules and regulations of the Society and the terms of appointment letters which are in force from time to time. Failure of the same will be liable for disciplinary action as per service rules.

14. All the employees agreed that strict discipline will be maintained in the offices. The violation of discipline will amount to misconducts. The Association shall not support or encourage any indiscipline in the offices or in the Society.

15. The Association and the employees agree not to resort to go-slow or strike work without notice or any other activities affecting business of the Society partially or fully in any section and further agree to solve all their grievances or disputes by peaceful and constitutional method to maintain peace and harmony in the Society and to observe code and discipline in letter and spirit.

16. All the employees shall be neatly dressed while on duty and be courteous towards the customers of the Society and also towards their superiors, colleagues and other employees.

17. The Management understands and realizes that job rotation is very important for the growth of the Society and as such job rotation will be done for all employees in as per the need of the Society from time to time.

18. All the employees shall work and endeavor to achieve continuous improvement in business of the Society.

19. It is the intent and purpose of both Parties that this Settlement will promote and improve harmonious relations between the Society and its employees. All the employees agree to extend their full co-operation to the society and support its efforts towards increasing business of the Society and strengthen goodwill between the Society.

20. The management of Society advises and encourages the Association and all the employees to give more and more suggestions, which will improve the business and cost reduction.

21. It is mutually agreed between the Parties that the joint application will be filed before Industrial Tribunal-cum-Labour Court for seeking the consent Award in terms of the present settlement as and when Charter of Demands matter is referred to Industrial Tribunal for adjudication.

22. It is mutually agreed between the Parties that the settlement shall be registered in the office of the Labour Commissioner as per provision of Industrial Disputes Act, 1947.

(i) No order as to cost.

(ii) Inform the Government accordingly.

Sd/-
(Anil Scaria),
Presiding Officer,
Industrial Tribunal and
Labour Court-I.

ANNEXURE - A

PAY SCALE OF EMPLOYEES

Category "A" (Executive Cadre)

Designation

A) Chief Executive/Managing Director

Existing-21060-1715-29635-1935-39310-2160-50110-2375-61985-2595-74960.

Revised-26325-2145-37050-2420-49150-2700-62650-2970-77500-3245-93725.

B) General Manager

Existing-18175-1470-25525-1660-33825-1845-43050-2030-53200-2215-64275.

Revised-22720-1840-31920-2075-42295-2305-53820-2540-66520-2770-80370.

C) Deputy General Manager

Existing-15445-1250-21695-1425-28820-1590-36770-1770-45620-1935-55295.

Revised-19305-1560-27105-1780-36005-1990-45955-2215-57030-2420-69130.

Category "B" (Managerial Cadre)

D) Senior Manager

Existing-13960-1140-19660-1295-26135-1450-33385-1605-41410-1765-50235.

Revised-17450-1425-24575-1620-32675-1815-41750-2005-51775-2205-62800.

E) Manager

Existing-12635-1065-17960-1205-23985-1345-30710-1485-38135-1625-46260.

Revised-15795-1330-22445-1505-29970-1680-38370-1855-47645-2030-57795.

F) Deputy Manager

Existing-10765-950-15515-1030-20665-1105-26190-1190-32140-1265-38465.

Revised-13455-1190-19405-1290-25855-1380-32755-1490-40205-1580-48105.

Category "C" (Officer Cadre)

G) Accounts Officer, Recovery Officer, Field Officer, Adm. Officer

Existing-8035-765-11860-825-15985-880-20385-935-25060-1000-30060.

Revised-10045-955-14820-1030-19970-1100-25470-1170-31320-1250-37570.

Category "D" (Staff Cadre)

H) Accountant, Field Incharge, Recovery Incharge, Adm. Incharge-Grade-1

Existing-7175-660-10475-715-14050-785-17975-860-22275-935-26950.

Revised-8970-825-13095-895-17570-980-22470-1075-27845-1170-33695.

I) Accounts Assistant, Field Inspector, Recovery Inspector, Accounts Asst.-cum-Steno-Grade-2

Existing-6320-600-9320-650-12570-700-16070-755-19845-815-23920.

Revised-7900-750-11650-815-15725-875-20100-945-24825-1020-29925.

J) Clerk-Adm/Field/Recovery, Clerk-cum-Steno Typist

Existing-5265-530-7915-575-10790-615-13865-670-17215-715-20790.

Revised-6580-660-9880-720-13480-770-17330-840-21530-895-26005.

K) Driver and Recovery Assistant

Existing-5265-440-7465-480-9865-520-12465-565-15290-615-18365.

Revised-6580-550-9330-600-12330-650-15580-705-19105-770-22955.

L) Office Attendant/Peon

Existing-4215-390-6165-450-8415-520-11015-595-13990-665-17315.

Revised-5270-490-7720-565-10545-650-13795-745-17520-830-21670.

Besides the above scale all employees shall be eligible for other allowance as under:

- Dearness allowance shall be paid @ 75% of Basic.
- House Rent Allowance shall be paid @ 25% of Basic.
- City compensatory allowance shall be paid @15% of Basic.
- Conveyance Allowance shall be paid @ 15% of Basic.
- Key handling Allowance for Office Attendants Rs. 500/- p.m.

Travelling Allowance	Amount
a) Chief Executive/ /Managing Director	: Rs. 4,600/- p.m.
b) General Manager	: Rs. 3,600/- p.m.
c) Deputy Manager	: Rs. 3,100/- p.m.
d) Senior Manager	: Rs. 2,900/- p.m.
e) Manager	: Rs. 2,600/- p.m.
f) Deputy Manager/ /Branch Incharges	: Rs. 2,100/- p.m.
g) Recovery Officer	: Rs. 800/- p.m.
h) Field Incharge	: Rs. 600/- p.m.
i) Field Assistant	: Rs. 400/- p.m.

Branch Incharge Allowances

Branch Incharges Rs. 1,500/- p.m.

Stipend of the Trainee Staff
Designation

- 1) Management Trainee Rs. 15000/-
- 2) Trainee Clerk Rs. 7000/-
- 3) Trainee Driver/Recovery Assistant Rs. 7000/-
- 4) Trainee Office Attendant Rs. 5000/-

The pay scale fixation of each employees will be made correspondance to the existing scale without changing the period of a yearly increment.

Sd/-
(Anil Scaria),
Presiding Officer,
Industrial Tribunal and
Labour Court-I.

Department of Personnel

Order

No. 24/1/2022-PER/1229

On the recommendation of the Departmental Promotion Committee as conveyed by Goa Public Service Commission vide their letter No. COM/II/11/58(1)/2017/286 dated 18-10-2022, the Governor of Goa is pleased to sanction drawal of pay in Level 13 of CCS (Revised Pay) Rules, 2016 to Shri Dnyaneshwar S. Raut Dessai, Joint Secretary (Law) (Group 'A' Gazetted) in the Law Department (Legal Affairs), w.e.f. 20-07-2022 in terms of the Goa General Service, Group 'A' Gazetted posts in the Law Department (Legal Affairs) (Other Conditions of Service) Rules, 2017.

The Officer shall exercise his option for fixing of pay in terms of F.R. 22(I)(a)(1) to fix his pay within one month from the date of issue of this Order. The option once exercised shall be final.

By order and in the name of the Governor of Goa.

Eshant V. Sawant, Under Secretary (Personnel).
Porvorim, 2nd November, 2022.

Order

No. 15/5/97-PER(Part)/3644

Shri Anil V. Rane Sardesai, Jt. Mamlatdar-I, Pernem shall hold the charge of Chief Officer, Pernem Municipal Council and Smt. Shama Narvekar alias Smt. Shama J. Arondekar, Jt. Mamlatdar-II, Pernem holding addl. charge of Jt. Mamlatdar-III, Pernem shall hold the charge of Block Development Officer, Pernem with immediate effect in addition to their own duties.

This issues with the approval of Goa Services Board.

By order and in the name of the Governor of Goa.

Eshant V. Sawant, Under Secretary (Personnel-I).
Porvorim, 31st October, 2022.

Order

No. 7/5/2015-PER/3576

In supersession of all Orders issued in this regard, the following shall be the standing arrangement of Link Secretary for disposal of work relating to the Departments under their charge during their absence due to tour/training/leave/transfer unless specific orders are otherwise issued.

Sr. No.	Name & Designation	1st Link Secretary	2nd Link Secretary
1	2	3	4
1.	Dr. Puneet Kumar Goel, IAS (1991) Chief Secretary 1. Vigilance/Chief Vigilance Officer 2. Home 3. Personnel & ARD 4. PWD 5. Civil Aviation 6. Mines and Geology 7. Forest 8. Town & Country Planning	Dr. V. Candavelou, IAS (1997) Principal Secretary (Finance)	Shri M.R.M. Rao, IAS (2007) Secretary (Co-operation)
2.	Dr. V. Candavelou, IAS (1997) Principal Secretary (Finance) 1. Finance 2. Industries, Trade & Commerce 3. Handicrafts, Textile and Coir 4. Ports 5. River Navigation 6. Planning & Statistics 7. DG, GIPARD	Shri M.R.M. Rao, IAS (2007) Secretary (Co-operation)	Shri Sanjeev Ahuja, IAS (2008) Secretary (Tourism)
3.	Shri M.R.M. Rao, IAS (2007) Secretary (Co-operation) 1. Co-operation 2. PPP 3. Official Language 4. Goa Gazetteer 5. Public Grievances	Shri Sanjeev Ahuja, IAS (2008) Secretary (Tourism)	Shri Ramesh Verma, IAS (2009) Secretary (Elections)
4.	Shri Sanjeev Ahuja, IAS (2008) Secretary (Tourism) 1. Tourism 2. Information Technology 3. CEO, Goa CSR Authority	Shri Ramesh Verma, IAS (2009) Secretary (Elections)	Shri Sandip Jacques, IAS (2009) Secretary (GA)
5.	Shri Ramesh Verma, IAS (2009) Secretary (Elections) 1. Secretary (Elections) 2. Chief Electoral Officer 3. Urban Development 4. Science, Technology and Waste Management 5. Nodal Officer SBM(U) and PMAY(U)	Shri Sandip Jacques, IAS (2009) Secretary (GA) (except Sr. No. 1 & 2)	Shri Subhash Chandra, IAS (2009) Secretary (Water Resources) (except Sr. No. 1 & 2)

1	2	3	4
6. Shri Sandip Jacques, IAS (2009) Secretary (GA) 1. General Administration 2. Law & Judiciary and Legislative Affairs 3. Labour & Employment 4. Revenue	Shri Subhash Chandra, IAS (2009) Secretary (Water Resources)	Shri Sarpreet Singh Gill, IAS (2009) Secretary (Education)	Shri Sarpreet Singh Gill, IAS (2009) Secretary (Education)
7. Shri Subhash Chandra, IAS (2009) Secretary (Water Resources) 1. Water Resources 2. Social Welfare 3. Tribal Welfare 4. Provedoria 5. Information & Publicity 6. Transport 7. Legal Metrology	Shri Sarpreet Singh Gill, IAS (2009) Secretary (Education)	Shri Menino D'Souza, IAS (2011) Secretary (Panchayat)	Shri Menino D'Souza, IAS (2011) Secretary (Panchayat)
8. Shri Sarpreet Singh Gill, IAS (2009) Secretary (Education) 1. Education 2. Skill Development & Entrepreneurship	Shri Menino D'Souza, IAS (2011) Secretary (Panchayat)	Shri Arun Kumar Mishra, IAS (2012) Secretary (Environment)	Shri Arun Kumar Mishra, IAS (2012) Secretary (Environment)
9. Shri Menino D'Souza, IAS (2011) Secretary (Panchayat) 1. Panchayat 2. Rural Development 3. Archaeology 4. Archives 5. Nodal Officer SBM (R) & PMAY (R)	Shri Arun Kumar Mishra, IAS (2012) Secretary (Environment)	Shri Ajit Roy, IAS (2013) Secretary to Chief Minister	Shri Ajit Roy, IAS (2013) Secretary to Chief Minister
10. Shri Arun Kumar Mishra, IAS (2012) Secretary (Environment) 1. Environment 2. Health 3. Women & Child Development 4. Agriculture 5. Animal Husbandry & Veterinary Services 6. Fisheries	Shri Ajit Roy, IAS (2013) Secretary to Chief Minister	Shri Narayan Sawant, IAS (2013) Secretary (Art & Culture)	Shri Narayan Sawant, IAS (2013) Secretary (Art & Culture)
11. Shri Ajit Roy, IAS (2013) Secretary to Chief Minister 1. Secretary to Chief Minister 2. Sports & Youth Affairs 3. Power 4. New & Renewable Energy	Shri Narayan Sawant, IAS (2013) Secretary (Art & Culture) (except Sr. No. 1)	Shri Sanjit Rodrigues, IAS (2013) Secretary (Housing) (except Sr. No. 1)	Shri Sanjit Rodrigues, IAS (2013) Secretary (Housing) (except Sr. No. 1)
12. Shri Narayan Sawant, IAS (2013) Secretary (Art & Culture) 1. Art & Culture 2. Museum	Shri Sandip Jacques, IAS (2009) Secretary (GA)	Shri Sanjit Rodrigues, IAS (2013) Secretary (Housing)	Shri Sanjit Rodrigues, IAS (2013) Secretary (Housing)

1	2	3	4
13. Shri Sanjit Rodrigues, IAS (2013) Secretary (Housing) 1. Housing 2. Printing & Stationery 3. Civil Supplies 4. Factories & Boilers 5. Protocol 6. Secretary, Goa State Commission for Protection of Child Rights 7. Special Secretary (Home, Personnel)		Shri Menino D'Souza, IAS (2011) Secretary (Panchayat)	Shri Sandip Jacques, IAS (2009) Secretary (GA)

By order and in the name of the Governor of Goa.

Eshant V. Sawant, Under Secretary (Personnel-I).

Porvorim, 21st October, 2022.

Order

No. 6/10/2017-PER/Part/3665

On the recommendation of the Goa Services Board, the Governor of Goa is pleased to order the transfer and posting of the following Senior Scale Officers of Goa Civil Service, in public interest, with immediate effect:-

Sr. No.	Name and present posting of the Officer	Posted as
1.	Shri Bhushan Savoikar Secretary, Goa State Information Commission	Project Director, DRDA (North).
2.	Smt. Varsha Naik Director of Small Savings & Lotteries with additional charge of Secretary, State Police Complaints Authority	Secretary, State Police Complaints Authority with additional charge of Secretary, Goa State Information Commission.
3.	Shri Shashank Thakur Project Director, DRDA, North with additional charge of Director, Department of Rural Development	Joint Secretary (Personnel) with additional charge of Director, Department of Rural Development.
4.	Shri Arvind Bugde Director, Directorate of Handicrafts, Textile and Coir with additional charge of Managing Director, Goa Human Resource Development Corporation	Managing Director, Goa Human Resource Development Corporation.
5.	Smt. Meghana Shetgaonkar Joint Secretary (Personnel)	Director, Directorate of Handicrafts, Textile and Coir with additional charge of Managing Director, Goa State SC and OBC Finance Development Corporation.
6.	Smt. Darshana Narulkar Managing Director, Goa State SC and OBC Finance Development Corporation with additional charge of Member Secretary, Goa State Commission for Women	Secretary, Goa State Election Commission.
7.	Shri Jayant Tari Chief Officer, Mormugao Municipal Council	Director, Printing & Stationery with additional charge of Chief Officer, Mormugao Municipal Council.

1	2	3
8.	Shri Brijesh Manerkar Secretary, Goa State Election Commission	Managing Director, Goa Tourism Development Corporation.

Shri Narayan Gad, Commissioner of Excise holding additional charge of Additional Commissioner of Excise shall also hold the charge of Director of Small Savings & Lotteries, in addition to his own duties.

Dr. Geeta Nagvenkar, Director (Admn.), PWD shall hold the charge of Executive Director (Sports Authority of Goa), in addition to her own duties.

Ms. Biju Naik, Secretary, Goa Human Rights Commission shall hold the charge of Member Secretary, Goa State Commission for Women, in addition to her own duties.

Shri Prasad Volvoikar shall report to Department of Personnel for further posting and shall draw salary against the vacant post of Leave and Training Reserve.

The officer at Sr. No. 5 shall take the charge of the new posting after returning from Child Care Leave.

The officers appointed on ex-cadre deputation post shall be governed by the standard terms of deputation.

The officers shall complete handing over and taking over process within three days of issue of this order and submit compliance.

By order and in the name of the Governor of Goa.

Eshant V. Sawant, Under Secretary (Personnel-I).

Porvorim, 1st November, 2022.

Order

No. 7/17/2022-PER/3664

Shri Sarpreet Singh Gill, IAS (AGMUT:2009), Secretary (Education) shall hold the charge of Commissioner of State Taxes, in addition to his own duties, with immediate effect.

By order and in the name of the Governor of Goa.

Eshant V. Sawant, Under Secretary (Personnel-I).

Porvorim, 1st November, 2022.

Order

No. 6/9/2022-PER/3730

On the recommendation of the Goa Services Board, the Governor of Goa is pleased to post Shri Prasad Volvoikar, Senior Scale Officer of Goa Civil Service as Managing Director, Goa State SC and OBC Finance Development Corporation with immediate effect.

By order and in the name of the Governor of Goa.

Eshant V. Sawant, Under Secretary (Personnel-I).

Porvorim, 7th November, 2022.



Department of Public Health

Order

No. 7/16/88-I/PHD/1333

On the recommendation of Goa Public Service Commission as conveyed vide their letter No. COM/

/II/11/24(1)/2021/259 dated 30-09-2022, Government is pleased to promote Dr. Ismail Shaikh, Junior Orthopaedic Surgeon to the post of Senior Orthopaedic Surgeon under Directorate of Health Services (Group 'A' Gazetted) on regular basis in Level 11 of Pay Matrix in 7th Pay Commission [PB-3 Rs. 15600-39100+GP: Rs. 6600/- (pre-revised)] and other allowances to be fixed as per rules, with immediate effect.

The posting order shall be issued separately.

By order and in the name of the Governor of Goa.

Gautami Parmekar, Under Secretary (Health-II).

Porvorim, 28th October, 2022.

Certificate

No. 38/4/2016-I/PHD/1328

Read: Government Order No. 38/4/2016-I/PHD/1197 dated 09-08-2022.

Certified that the character and antecedents of the following Medical Officer (Group 'A' Gazetted) under Directorate of Health Services has been verified by the District Magistrate, South Goa, Margao vide letter No. 36/01/2022/VCA/MAG/270/10219 dated 27-07-2022 and the District Magistrate, North Goa, Panaji vide letter No. 2/11/2016-MAG/VCA/Vol.II/2034 dated 04-08-2022 and it is revealed that there is nothing adverse reported against them.

1. Dr. Sahili Santosh Shirodkar.
2. Dr. Prajyot Pradeep Bhamaiakar.
3. Dr. Shubham Dattaram Karpe.
4. Dr. Shyamesh Nilkant Shet Yeshwant.
5. Dr. Poonam Dilip Amonkar.
6. Dr. Monali Bhikaro Parvatkar.
7. Dr. Elvira Felix Vaz.
8. Dr. Balkrishna Budo Gaude.

It is also certified that the following Medical Officer (Group 'A' Gazetted) under Directorate of Health Services has been declared fit by the Medical Board as informed vide letters No. 4/105/85-H/GMC/2022/554 dated 04-08-2022 and No. 4/105/85-H/GMC/2022/569 dated 08-08-2022.

1. Dr. Frajuel Valonia Dourado.
2. Dr. Shyamesh Nilkant Shet.
3. Dr. Manoday Manohar Gaonkar.

Gautami Parmekar, Under Secretary (Health-II).
Porvorim, 28th October, 2022.

◆◆◆

Department of Public Works
Office of the Principal Chief Engineer

Order

No. 34/2/2022/PCE-PWD-Tech.Cell/91

On the recommendation of the Goa Public Service Commission an conveyed vide their letter No. COM/II/12/36(3)/2014/256 dated 30-09-2022, Government is pleased to lift the probation period of following Officers in the post of Executive Engineer/Surveyor of Works (Civil) in the Public Works Department with effect from date of completion of probation period shown against their names below:

Sr. No.	Name of the Officer	Date of completion of probation period
1	2	3
1.	Shri A.J. George Pereira	03-06-2022.
2.	Smt. Angelica Lianne Sarita Odette Da Silva alias Angelica Leana Odetta Sarita Da Silva	03-06-2022.
3.	Shri C.C. Theodoro Dias	03-06-2022.
4.	Shri Kumar Ramamurthi	03-06-2022.
5.	Shri Kishor V. Kolwalkar	03-06-2022.
6.	Smt. Sadhana K. Shet	03-06-2022.
7.	Shri Nitin Sinai Neurenkar	03-06-2022.

1	2	3
8.	Shri Atmaram V. Gawade	03-06-2022.
9.	Shri Dilip B. Khaunte	03-06-2022.
10.	Shri Joaquim A. Fernandes	03-06-2022.
11.	Smt. Noella Maria Margarida De Souza e Barretto	03-06-2022.
12.	Shri Sudhir A. Parab	03-06-2022.
13.	Shri Prasad V. Panandikar	03-06-2022.
14.	Shri Rajendrakumar Khanna	03-06-2022.
15.	Shri Shrivallabh R. Pai	03-06-2022.
16.	Shri Subhash R. Belgaonkar	03-06-2022.
17.	Shri Shashikant N. Dessai	03-06-2022.

By order and in the name of the Governor of Goa.

Uttam P. Parsekar, Principal Chief Engineer (PWD)
& ex officio Addl. Secretary.
Panaji, 27th October, 2022.

Order

No. 64/05/2022/PCE-PWD-Tech.Cell/93

Approval of the Government is hereby conveyed for extension of deputation period in respect of Shri Joaquim Inacio Vaz, Assistant Engineer of this Department, presently posted in Sewerage & Infrastructural Development Corporation of Goa Ltd., Panaji-Goa for a period of one year from 21-09-2022 to 20-09-2023 on the same terms and condition contained in O.M. No. 13/4/74/PER dated 12-2-1999 of the Department of Personnel, Government of Goa, Secretariat, Porvorim as amended from time to time.

By order and in the name of the Governor of Goa.

Uttam P. Parsekar, Principal Chief Engineer (PWD) & ex officio Addl. Secretary.
Panaji, 31st October, 2022.

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Department of Revenue

Notification

No. 28/4/6/2021-RD-I/1340

In exercise of the powers conferred by Clause (a) of Section 35 of the Goa Land Revenue Code, 1968 (Act No. 9 of 1969), the Government of Goa, being of the opinion that it is necessary, in the public

interest for the purpose of carrying out the objects of the said Code, hereby exempts the land admeasuring an area of 10,000 sq. mts., surveyed under Survey No. 70 and sub-div. No. 1-B of Village Arvalem, Taluka Bicholim, District North Goa, State of Goa, from the operation of the provisions of Sections 30, 32 and 33 of the said Code subject to the condition that the said land shall be used exclusively for the purpose of developing Market Sub-Yard.

This Notification shall come into force on the date of its publication in the Official Gazette.

By order and in the name of the Governor of Goa.

Sandeep Gawde, Under Secretary (Revenue-I).

Porvorim, 3rd November, 2022.

Department of Tourism

Order

No. 1/2(44)/2022/DT/Part-I/2600

On the recommendation of the Departmental Promotion Committee as conveyed by the Goa Public Service Commission vide their letter No.

COM/II/11/48(1)/2022/278 dated 17-10-2022, Shri Pradeep Binnar, Assistant Tourist Officer is hereby promoted to the post of Assistant Director of Tourism (Group 'B' Gazetted) in the Pay Band of Rs. 9300-34800 + Grade Pay Rs. 4600/- (Level-7 of the Pay Matrix), plus usual allowances as admissible under the Rules, on regular basis with immediate effect.

The above promotion is made against vacancy occurred due to superannuation of Shri Narendra Shirodkar, Assistant Director of Tourism w.e.f. 1-12-2014 and further revived vide Order No. 1/2(11)/2021/DT/Part-I/3694 dated 22-2-2021.

Shri Pradeep Binnar shall be on probation for a period of two years as per the Office Memorandum No. 12/14/89-PER(Part) dated 12-8-2014.

His pay and allowances shall be debited to the Budget Head under Demand No. 78 3452-Tourism; 01-Tourist Infrastructure; 001-Direction & Administration; 01-Directorate of Tourism; 01-Salaries.

By order and in the name of the Governor of Goa.

Nikhil Desai, Director (Tourism) & ex officio Addl. Secretary.

Panaji, 3rd November, 2022.

Order

No. 4/1(133)2022-DT/2621

On the recommendation of the Empowered Committee on Marketing & Public Relations of Goa Tourism Board vide its meeting held on 22-08-2022 and 22-09-2022, the Government of Goa hereby approves the empanelment of following Event Management-cum-Advertising agencies for executing/undertaking the promotions and marketing of Goa Tourism with Department of Tourism:

Name and address of the agencies empanelled

Category A	Category B
1. M/s. Crayons Advertising Ltd. 7th Floor, Classic Pentagon, Western Express Highway, Near Bisleri, Andheri East, Mumbai-400099 Email: bom@crayonad.com	1. M/s. Span Communications B-174, East of Kailash, New Delhi-110065 Email: delhispan@gmail.com
2. M/s. Vinsan Graphics Next to Hotel Anantashram, Vasco-da-Gama, Goa-403802 Email: vinsangraphicsadvtd@gmail.com	2. M/s. Sushant Khedekar Sumati Building, Warkhande, Ponda-Goa-403401 Email: rajakhedekar@gmail.com
3. M/s. Percept Limited P2, Level 2-A, Raghuvarshi Estate, 11/12, S. B. Marg, Lower Parel-West, Mumbai-400013 Email: binayak.mishra@perceptindia.in	3. M/s. Sunlight Media 157, Near Sateri Temple, Ucassaim-Paliem, Mapusa, Bardez-Goa 403507 Email: sunlightmedia10@gmail.com

1	2
4. M/s. AMO Communications Pvt. Ltd. 506, 5th Floor, Raj Galaxy, 'B' Wing, CST Road, Kalina, Santacruz (East), Mumbai-400098 Email: diaselvis@gmail.com	4. M/s. Mirchi Republic Media Production, FS2, Adwalpalkar Homes Chs, Nr. Essar Galaxy, Shankarwadi, Taleigao-Goa Email: mirchirepublic@gmail.com
5. M/s. Alica Purple Advertising Pvt. Ltd. 701/706, Shree Kedarnath, Opp. Gokul Anand Hotel, W.E. Highway, Dahisar (E), Mumbai-68 Email: alica.purpl@gmail.com	5. M/s. Sphere Travelmedia Exhibition Pvt. Ltd. 245, 7th Main, Amarjyoti Layout, Domlur, Bangalore Email: accounts@spheretravelmedia.com
6. M/s. Ventures Advertising 142A Ventures House, Marol Co-op. Industrial Estate, Marol Andheri E, Mumbai 400059 Email: tenders@vaplnet	6. M/s. Vinayak Decorators H. No. 160/2 C, Ward No. XI, Durgawadi, Taleigao, Tiswadi-Goa Email: vinayakdecoratorsgoa@gmail.com
7. M/s. MX Advertising Private Limited Unit No. 5, Amar Ind. Estate, 159, CST Road, Kalina, Santacruz East, Mumbai-400098 Email: ajitnair@mxadvertising.com	7. M/s. Media Promotions Pvt. Ltd. 503, Gera Imperium II, Patta Plaza, Panaji-Goa Email: mediapromtenders@gmail.com
8. M/s. Sean Advent Advertising & Events 63/71, A block, 2nd floor, Alfran Plaza, near Don Bosco High School, Panaji Email: seanadevent@gmail.com	8. M/s. Pyramid Fabcon Event Manager Pvt. Ltd., Near of Bakri Bazaar, Anandpur, Sonpur Saran, Bihar Email: pyramidhajipur@gmail.com
9. M/s. Advertising Associates, 703, Dempo Trade Centre, Patta Plaza, Panjim-Goa Email: advertisingassociatestenders@gmail.com	9. M/s. SMC Events 327, Dassolwada, Kundaim, Ponda Email: sos.shailish@gmail.com
	10. M/s. Dome Entertainment Pvt. Ltd. 302, Mangal Jyot CHS, Juhu Lane, Gulmohar Road, Nr. Irla Masjid, Andheri West, Mumbai Email: pravinahirwar@domeindia.com

The following terms and conditions are applicable—

This empanelment is valid for a period of three years from the date of the issue of order of empanelment which may be extended further for a period of three years (2nd term) depending on satisfactory performance of the agency. The empanelment is subject to the terms and conditions contained in the tender document for the purpose of empanelment of the agencies dated 26-05-2022 and as further clarified in the tender document the empanelment/pre bid replies and shall not entitle the empanelled agencies to secure order from Department of Tourism as a matter of right and it shall be the sole discretion of the Department of Tourism to utilize the services of any of the empanelled agencies for any event/road show, release of advertisement, etc. as and when required, subject to codal procedures.

The empanelment is further subject to furnishing of required security deposit within one month from the date of issue of this order as prescribed in the tender document in the form of bank guarantee to be valid for the period of empanelment beyond six months of the tenure of empanelment.

This issues with the approval of the Government and further approval of the Finance Department vide U.O. No. 1400085149 dated 01-11-2022.

By order and in the name of the Governor of Goa.

Nikhil Desai, IAS, Director (Tourism) & ex officio Addl. Secretary.

Panaji, 4th November, 2022.

**Department of Town and Country
Planning**
Office of the Chief Town Planner (Planning)

Order

No. 36/1/TCP/426/2022/2928

Whereas, vide Order No. 36/1/TCP/426/2022/2097 dated 24-08-2022, published in Official Gazette, Series II No. 21 dated 25-08-2022 (hereinafter referred to as the "said Order"), the Government directions were communicated to the North Goa Planning and Development Authority and the South Goa Planning and Development Authority to complete the process of preparation of their respective Outline Development Plans within a period of 60 days from the date of commencement of the said Order;

And whereas, the said Order come into force on 25th August, 2022;

And whereas, the Goa Town and Country Planning Board in its 184th meeting held on 15-09-2022 has recommended to extend the said period for preparation of the Outline Development Plan of Margao Planning Area—2031 and Outline Development Plan of Ponda Planning Area—2031 by 30 days;

And whereas, the said recommendation of the Goa Town and Country Planning Board has been accepted by the Government.

Now, therefore, in exercise of the powers conferred by sub-section (1) of Section 132 of the Goa Town and Country Planning Act, 1974 (Act No. 21 of 1975), the Government of Goa hereby further directs that the South Goa Planning and Development Authority shall complete the process of preparation of the Outline Development Plan of Margao Planning Area — 2031 and Outline Development Plan of Ponda Planning Area—2031 within a period of 30 days from the date of commencement of this Order.

This Order shall come into force on the date of its publication in the Official Gazette.

By order and in the name of the Governor of Goa

Rajesh Naik, Chief Town Planner (Planning) & ex officio Joint Secretary.

Panaji, 3rd November, 2022.

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Department of Transport
Directorate of Transport

Notification

No. D.Tpt./STA/2565/2020/2795

In exercise of the powers conferred by sub-sections (1) and (2) of Section 68 of the Motor

Vehicles Act, 1988 (Central Act 59 of 1988) read with Section 21 of the General Clauses Act, 1897 (Act No. 10 of 1987), the Government of Goa, hereby amends the Government Notification No. D.Tpt/STA/2565/2020/3105 dated 29-12-2020 published in the Official Gazette, Series II No. 40 dated 31-12-2020 and Notification No. D.Tpt/STA/2565/2020/2988 dated 18-11-2021 published in the Official Gazette, Series II No. 35 dated 25-11-2021 and further re-constitute The State Transport Authority for Goa and the Regional Transport Authority for Bicholim and Margao respectively, hereunder:-

State Transport Authority for Goa

- | | | |
|---|---|-------------------|
| I. Secretary, Transport | — | Chairman. |
| II. Director of Transport | — | Member Secretary. |
| III. Shri Pramod Prabhakar
Kamat, Mahalasa Prasad
Bld., St. Caitanowaddo,
Merces, Tiswadi-Goa
Mob. No. 9822984848 | — | Member. |
| IV. Shri Vinod Sahadev
Kinlekar, Sapana Enclave II,
Flat No. Ga-3, Near Ganesh
Temple, New Vaddem,
Vasco-Goa
Mob. No. 8408985137 | — | Member. |
| V. Shri Mario D'Souza,
1A, Opposite Government
Cottage Hospital,
Chicalim-Goa
Mob. No. 7020067121 | — | Member. |

Regional Transport Authority for Bicholim

- | | | |
|--|---|-------------------|
| I. Additional Director of
Transport (South), Margao | — | Chairman. |
| II. The Asstt. Director of
Transport, Bicholim-Goa | — | Member Secretary. |
| III. Shri Ghanashyam Raut,
H. No. 314/4, Madhalawada,
Sal, Bicholim-Goa
Mob. No. 9764847878 | — | Member. |

Regional Transport Authority for Margao

- | | | |
|--|---|-------------------|
| I. Additional Director of
Transport (North), Panaji | — | Chairman. |
| II. The Asstt. Director of
Transport (Enforcement)
South, Margao-Goa | — | Member Secretary. |

III. Shri Prayan P. Dhamaskar, — Member.

Plive Apartments, T2,
4th Floor, Vidyanagar,
Gogol, Margao-Goa
Mob. No. 9822136633

This Notification shall come into force with immediate effect.

By order and in the name of the Governor of Goa.

Rajan Satardekar, Director (Transport) & ex officio Additional Secretary.

Panaji, 8th November, 2022.

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